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Contract Database Metadata Elements

Title: **Old Brookville, Village of and Old Brookeville Policemens Benevolent Association (PBA) (1992)**

Employer Name: **Old Brookville, Village of**

Union: **Old Brookeville Policemens Benevolent Association (PBA)**

Local:

Effective Date: **06/01/92**

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Old Brookvil

Old Brookville, Village Of And Old
Brookville Policemens Bene Assn

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD
RECEIVED

JUL 01 1994

EXECUTIVE DIRECTOR

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EXHIBIT A - SALARY SCHEDULES

THIS AGREEMENT made the 20th day of October
by and between the VILLAGE OF OLD BROOKVILLE ("Employer") and
the OLD BROOKVILLE POLICEMAN'S BENEVOLENT ASSOCIATION INC.,
("P.B.A.").

W I T N E S S E T H

WHEREAS, the P.B.A. represents a majority of all of
the members of the Old Brookville Police Department
("Department") except the Chief, lieutenants, civilian
dispatchers and clerks ("Employees"), and the Employer,
acting by and through the Old Brookville Board of Police
Commissioners ("Board"), recognizes that the P.B.A. is the
sole and exclusive bargaining agent for the Employees, and

WHEREAS, the Board and the P.B.A. have concluded
negotiations concerning the terms of employment for the
employees from June 1, 1992 to May 31, 1995.

NOW, THEREFORE, the parties hereto agree as
follows:

ARTICLE I. Persons Covered By and Duration of this
Agreement.

Section I

The Employer recognizes the P.B.A. as the exclusive
representative for the purpose of collective bargaining
relative to wages and other terms of employment for police
officers and sergeants, in the Department.

Section II

The term of this contract shall be three (3) years
beginning June 1, 1992 and ending May 31, 1995.

ARTICLE II. Negotiations.

The P.B.A. shall have the right to negotiate with the Employer by and through the Board to the extent and as permitted by the laws of the State of New York. For the purpose of orderly negotiations, the P.B.A. agrees that the members of its bargaining committee shall not exceed five (5) persons. Only one (1) member of the P.B.A. bargaining committee shall be granted leave of absence without loss of pay or benefits for attending the meetings between the Employer and the P.B.A. The parties hereto agree that best efforts will be made to hold meetings at times when no one on the P.B.A. bargaining committee is scheduled to work.

ARTICLE III. Hours of Work and Overtime.

Section I - Overtime Service.

In emergencies, or as the needs of the service require, the Chief of Police, or his designee, may require any Employee of the Department to perform overtime work. Only work performed by an Employee beyond his regular work day shall be deemed overtime service subject to the following rules:

A. If an Employee is required to work or appear at court or a hearing in connection with his duties as a police officer, immediately before or after a regular tour of duty, he shall be credited with one (1) or more hours of overtime services, computed as follows:

1. Computation for overtime purposes shall begin at the relief times (currently 7:20 a.m., 3:20 p.m. and 11:20 p.m.).

2. An Employee who works fifteen (15) or more minutes beyond his relief time, shall receive payment for overtime. Employees working less than fifteen (15) minutes beyond their relief time shall receive no overtime compensation. Overtime shall be computed in segments of thirty (30) minutes each. An Employee must work at least fifteen (15) minutes of a thirty (30) minute segment to qualify for overtime compensation for such segment.

B. If an Employee who has departed from his place of employment or last duty assignment is recalled to duty or is required to appear in court or at a hearing in connection with his duties as a police officer, he shall be credited with service computed as follows:

1. Service shall commence at the time the Employee begins direct travel from his residence to his place of assignment or court or hearing and shall terminate when he returns directly therefrom to his place of residence.

2. When placed on regular duty, or when required to appear in court or at a hearing, the Employee shall be credited with one hour (1) of such service for each hour so worked except that the Employee shall be credited with not less than four (4) hours of service.

3. Overtime shall be computed in segments of thirty (30) minutes each. An Employee must work at least fifteen (15) minutes of a thirty (30) minute segment to qualify for overtime compensation for such segment.

C. Overtime service shall not include:

1. "Swapped" tours of duty between individual Employees by their mutual agreement when approved by the Chief of Police.

2. An out of turn tour of duty that is substituted for a regularly scheduled tour of duty.

Section II - Method of Compensation for Overtime Service.

A. Uniformed Employees - Overtime shall be paid in cash at the rate of time and one-half unless an employee shall elect to receive compensatory time off at the rate of time and one-half in writing to the Chief of Police or his designee. Overtime will be paid in the second pay period of the month following its completion. Compensatory time off shall be scheduled as approved by the Chief of Police or his designee. If it is not used within 12 months of when it was earned, it shall be paid in cash at the rate of time and one-half at the salary in effect when earned in the second pay period of the following month.

B. Detectives - A detective who performs overtime service in accordance with the provisions of this Agreement

shall be granted compensatory leave of absence, only as directed by the Chief of Police, equal to the amount of actual overtime hours credited to him provided, however, he shall be paid in cash on or before May 31st of the fiscal year on a time and one-half basis for not more than forty (40) hours of overtime accumulated subsequent to June 1st of the fiscal year as of May 1st of the same fiscal year and not covered by the taking of compensatory leave.

C. Mileage Allowance - Employees who are recalled to duty shall receive a mileage allowance of twenty (20) cents per mile computed to and from headquarters or to and from such other location as the Employee may be directed to appear at.

D. Hourly Rate - The hourly rate for the cash payments for overtime service shall be one-eighth (1/8th) of one-two hundred sixty-first (1/261st) of an Employee's annual base salary, listed in Exhibit A, at the time the overtime was earned.

ARTICLE IV. Compensation and Benefits.

Section I

A. The salary schedule for Employees during the periods indicated, shall be as set forth in Exhibit A annexed.

B. \$2,000 shall be added to the annual base salary of a detective upon his appointment as a detective. An

additional \$2,000 shall be added to the annual base salary of a detective after the first year of such service. Both additions shall be included in the computation of a detective's holiday compensation.

C. Holiday Compensation is based upon twelve (12) paid holidays: New Year's Day, Lincoln's Birthday, Washington's Birthday, Easter Sunday, Memorial Day, Independence Day, Flag Day, Labor Day, Columbus Day, Election Day, Thanksgiving Day and Christmas Day.

D. Holiday Pay. An employee who actually works a holiday shall receive an additional four hours of pay at straight time rates.

E. Per Diem Salary - For the purposes of this Agreement "per diem salary" shall be one-two hundred sixty-first (1/261st) of an employee's annual base salary listed in Exhibit A (including longevity) at the time the cash payment is to be made.

Section II. Longevity.

A. The longevity increments are a total of five hundred (\$500.00) dollars additional base salary per year after six (6) years of service, a total of nine hundred fifty (\$950.00) dollars per year after ten (10) years of service and a total of fifteen hundred (\$1500.00) dollars per year after fifteen (15) years of service and an additional one hundred (\$100.00) dollars a year for each year of service

after sixteen (16) years, and fifty (\$50.00) dollars a year for each year of service after twenty-one years. (i.e. after 20 years \$2,000.00 after 21 years \$2,050.00 etc.)

Section III. Night Differential.

A. Police officers shall receive night differential at the rate of 10% of their base hourly rate for all tours actually worked between 3:20 p.m. and 7:20 a.m.

B. Night differential shall be paid in the second pay period of the month following its completion.

Section IV. Uniform Maintenance Allowance and Dental Plan.

A. The Village will provide for cleaning of uniforms or work clothes for non-uniform police officers. In the event the Village elects not to provide this service it will pay police officers \$600 a year in two installments in the second pay period of September and March and pro rata for any period of the year in which the service is not provided.

B. The Village shall pay to the PBA \$250 per member for a dental plan in two installments in the second pay period of September and March.

Section V. Terminal Pay.

A. Upon death, ordinary or disability retirement from the Department, an Employee, his beneficiary or estate shall receive terminal pay in an amount equal to five (5) days' pay based on per diem salary as listed in ARTICLE IV

for each completed year of service with the Department plus the number of completed active military service years purchased through the State Retirement System provided for ordinary retirement provided each Employee has been employed by the Department for at least twenty (20) years and gives the Department at least sixty (60) days' advance written notice of the date of his ordinary retirement.

An employee who transfers to the Department from another police department in the State of New York may credit the time served in the former department as part of the 20 year service requirement.

B. An Employee who serves beyond twenty (20) years of service, including credited military service, shall receive an additional four (4) days' terminal pay for each year beyond twenty (20) years of service. For example: An Employee retiring with twenty (20) years of service receives one hundred (100) days' pay and one retiring with twenty-one (21) years of service receives one hundred four (104) days' terminal pay. The words "years of service" shall mean full time employment in the Department.

C. Employee shall have the right to execute in writing at least sixty (60) days prior to his retirement an option to defer payment of terminal pay over a maximum five year period to be paid in equal annual installments. The payment shall be made during the month of March or September

as requested by the Employee.

Section VI. Personal Leave.

Each Employee shall receive three (3) personal days per fiscal year in addition to his regular vacation. Personal leave may be taken only as permitted by the Chief of Police or his designee.

Section VII. Unused Sick Leave Pay.

A. Upon death, disability retirement, or ordinary retirement after at least twenty (20) years of service as a police officer, each Employee, his beneficiary or estate, shall receive a payment, computed at the rate of his per diem salary for each sick day, for one-half (1/2) of the number of his unused sick days accumulated during his employment with the Department, with a maximum payment for not more than two hundred (200) full days or four hundred (400) half days. An employee who transfers to the Department from another police department in the State of New York may credit the time served in the former department as part of the 20 year service requirement.

B. An Employee shall accumulate sick leave on a pro rata basis at the rate of twenty-six (26) sick days per calendar year.

C. Employee shall have the option of deferring payment of accumulated sick pay over a maximum of five (5) years to be paid in equal annual installments, if said

Employee provides at least sixty (60) days' advance written notice prior to his ordinary retirement, of such option. The payment shall be made during the month of March or September as requested by the Employee.

Section VIII. Retirement.

Each Employee shall have the option to have his retirement based on his "final average salary" as defined by Section 302.9(d) of the Retirement and Social Security Law to the extent permissible by law.

Section IX. Retiree Health Insurance.

The Village shall pay the full cost of health insurance for police officers who retire after June 1, 1989 with 20 years of service or are placed on accidental disability retirement. This coverage shall be individual or family depending on the police officer's marital status at the time of retirement. Retired police officers who are eligible to receive comparable health insurance from employers will lose this benefit or pay to the Village the cost of the premium for the coverage received, however upon the cessation of such outside coverage such retired police officers will again be eligible for the coverage hereunder. Retired police officers shall certify their employment, marital status and health insurance coverage each year and provide such information as may be required to implement this section.

ARTICLE V. Rotating Tours of Duty.

The regular schedule for employees who work rotating tours of duty shall be as follows:

7:20 a.m. to 3:20 p.m. shift - five (5) days on duty, seventy-two (72) hours off;

3:20 p.m. to 11:20 p.m. shift - five (5) days on duty, seventy-two (72) hours off;

11:20 p.m. to 7:20 a.m. shift - four (4) days on duty, ninety-six (96) hours off.

The same cycle resumes again.

ARTICLE VI. Vacations.

Section I

Vacations shall be granted on a working day basis, and be selected on a calendar year basis.

Section II

A. Employees shall receive vacation as follows.

After 1 year of service	10 days
After 2 years of service	15 days
After 5 years of service	25 days
After 8 years of service	27 days

B. Effective June 1, 1994, employees shall receive vacation as follows.

After 1 year of service	10 days
After 2 years of service	15 days
After 4 years of service	20 days
After 5 years of service	25 days
After 8 years of service	27 days

C. New hires who have attended an accredited police academy shall receive five (5) days of vacation during their first year of service and shall not

have these days charged against their vacation in the second year of service.

ARTICLE VII. Death Leave.

A member of the Department on application to his Commanding Officer may be granted four (4) days' leave of absence with full pay in case of the death of the Employee's wife, husband, child, father, mother, brother, sister, parents-in-law or step-parents. Leave will be granted immediately upon such death, however, the four (4) days' leave period will begin at 12:01 a.m. the following day and extend for the balance of the four day leave period.

ARTICLE VIII. Other Leaves of Absence.

The Chief of Police may, upon application by a member of the Department, grant leave of absence with or without pay. Some reasons for granting this leave are as follows:

1. For extra duty performed.
2. For attending police training sessions.

ARTICLE IX. Conversion to Cash Benefits.

A member of the force, whose service is terminated for any reason other than cause, or his legal representatives in the event of death, shall be entitled to cash payments based upon his per diem salary for the following benefits to the extent accrued to his benefit:

1. Unused vacation
2. Personal leave days
3. Compensatory time

4. Holiday pay

Notwithstanding anything to the contrary, all benefits shall be deemed earned and credited to each Employee on a prorated basis for each pay period an Employee is employed by the Department.

ARTICLE X. Grievance Procedure.

A. A grievance is a dispute or controversy arising during the term of this Agreement out of the interpretation or application of a specific provision of this Agreement.

B. Grievances may only be initiated by an aggrieved Employee or group of similarly aggrieved Employees. All parties have the right to representation of their own choice at all stages of the grievance procedure, provided the P.B.A. shall have the right to be present and state its views at all levels of the grievance procedure. The aggrieved Employee or Employees must be present at all stages of the grievance procedure or the grievance shall be deemed waived and not subject to further appeal.

C. Grievances must be initiated within seven (7) working days of the occurrence giving rise to the grievance. Such grievance must be set down in writing, specifying the name or names of the aggrieved Employees, the particular article(s) and subdivisions(s) thereof at issue, the events alleged to have given rise to the grievance, and the relief

sought.

Step 1. The grievance is presented to the immediate supervisor within seven (7) working days of the occurrence alleged to have given rise to the grievance. The supervisor shall render a written decision within seven (7) working days of the presentation of the grievance.

Step 2. If not settled at Step 1, within seven (7) working days of the supervisor's decision, a meeting shall be arranged by the aggrieved between a representative of the P.B.A. and a representative of the Chief of Police. Within seven (7) working days of said meeting, the Chief of Police shall render a written decision on the grievance.

Step 3. If the grievance is not settled at Step 2, the matter shall be submitted to the Board within five (5) working days of the decision at Step 2. The aggrieved shall have an opportunity to meet with the Board at its next regularly scheduled meeting. A decision will be rendered by the Board within ten (10) working days of such meeting and such decision will be final and binding on the parties.

Step 4. If the grievance is not settled at Step 3, the matter may be submitted to the New York State Public Employment Relations Board in accordance with its Voluntary Labor Arbitration Rules within five (5) working days of the decision at Step 3. The award of the arbitrator shall be advisory only. The Board shall make its final position known

within five (5) working days of its first regularly scheduled meeting following receipt of the arbitrator's advisory award.

D. All time limits shall be strictly adhered to. Failure to proceed in strict accordance with all time limits shall be deemed a waiver of the grievance, and it shall not be subject to further appeal. No arbitrator shall have jurisdiction to hear a grievance not processed in strict accordance with all of the procedures herein on a timely basis.

E. The arbitrator shall have no power to add to or subtract from, or change, modify or amend, any of the terms or provisions of this Agreement, or any authority to hear or determine any dispute involving the exercise of a management function or right not limited by specific, expressed provisions of this Agreement. The arbitrator shall determine only whether or not there has been a violation of a specific provision of this Agreement, and such determination shall be based solely on the evidence and arguments presented to him by the parties.

F. Grievances shall be processed during non-working time.

G. The Village and the P.B.A. will share equally the cost of the arbitrator.

ARTICLE XI. Management Rights and Waiver Clause.

Section 1 - Management Rights.

Any of the rights, powers, functions or authority which the Village had prior to the signing of this Agreement, or any agreement with the P.B.A., including but not limited to those in respect of rates of pay, hours of employment or conditions of work, are retained by the Village, except as those rights, powers, functions or authority are specifically abridged or modified by this Agreement or by any supplement to this Agreement arrived at through the process of collective bargaining.

Section 2 - Waiver.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in the Agreement. Therefore, the Village and the P.B.A. for the life of this Agreement each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered

in this Agreement, even though such subjects or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE XII. Miscellaneous.

Section 1 - Funeral Expenses.

The Employer shall pay up to two thousand five hundred (\$2,500.00) dollars of funeral expenses incurred by the family of a member who dies as a result of injuries sustained in performing police duties.

Section 2 - P.B.A. Leave.

Fourteen (14) work days for members of the P.B.A. collectively. Seven (7) work days for an Employee who is an officer of the Nassau Police Conference.

Section 3 - Polygraph Tests.

The Board of Police Commissioners of the Police Department shall not request that an Employee take a polygraph test when investigating the activities of members of the Police Department. However, an Employee may request to take such a test.

Section 4- Personal Items.

An Employee shall be compensated for the actual value of personal items damaged while on duty conducting police business up to a limit of seventy-five (\$75.00) dollars per item except where the damage is due to the

Employee's negligence. All damages shall be reported and documented within ninety-six (96) hours of occurrence.

Section 5 - Cost of Books.

The Employer will pay for the cost of books for Employees as approved by Chief of Police to take accredited college courses relating to police work provided an Employee receives a passing grade and presents paid vouchers for such books. Such reimbursement shall not exceed seventy-five (\$75.00) dollars per year. After the courses are completed, the books shall be given and become part of the Police Department Library.

Section 6 - Previously Enjoyed Benefits.

No Employee shall suffer a reduction in existing benefits listed below as a consequence of the execution of this Agreement:

1. Twenty-year non-contributory retirement plan.
2. Health insurance - Members may elect individual or family coverage under the Empire Plan (or whatever New York State sponsored plan is in effect), Health Insurance Plan or Group Health Insurance Plan of Greater New York. The Village will pay the total premium for individual or family coverage for the Empire Plan or any equivalent dollar amount to be applied to the premiums for either of the other plans selected.

3. Seniority privileges.
4. Uniforms.

Section 7 - Disciplinary Penalties.

If an Employee is fined for a violation of Department rules and procedures, his penalty shall be spread

out over the necessary pay periods so that no more than one (1) days' pay shall be docked per pay period.

Section 8 - Detective Clothing Allowance.

Each Detective shall receive a clothing allowance of four hundred (\$400.00) dollars which shall be paid on an annual fiscal basis in two installments in September and March of each fiscal year. Detective clothing allowance shall be prorated for the period of time an Employee serves as a Detective during the fiscal year.

Section 9 - Life Insurance Premium Payment.

The Employer shall pay for each Employee to an insurance carrier designated by the P.B.A., the sum of two hundred fifty (\$250.00) dollars for life insurance coverage provided bills are submitted to Employer for payment within each fiscal year.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

IN WITNESS WHEREOF the parties hereto have signed
and sealed this Agreement the day and year first above
written.

INCORPORATED VILLAGE OF OLD BROOKVILLE

By: S. M. C. L.

ATTEST:

[Signature]
Commissioner Clerk

OLD BROOKVILLE POLICEMAN'S BENEVOLENT
ASSOCIATION, INC.

By: [Signature]

Thomas Lamb, President

ATTEST:

[Signature]

APPROVED BY OLD BROOKVILLE BOARD
OF POLICE COMMISSIONERS

By: [Signature]

Dep. Chairman

ATTEST:

[Signature]

[A] FOR 01-Jun-92 THROUGH 31-May-93

YEAR(S) OF SERVICE	BASE SALARY	LONGEVITY INCLUDED IN BASE	HOLIDAY PAY	TOTAL SALARY

POLICE OFFICER:				
(APPOINTED PRIOR TO 3-AUG-89)				
YEAR 1	31,964.00		1,470.00	33,434.00
YEAR 2	35,979.00		1,654.00	37,633.00
YEAR 3	43,357.00		1,993.00	45,350.00
YEAR 4	48,195.00		2,216.00	50,411.00
YEARS 5 THRU 6	52,714.00		2,424.00	55,138.00
YEARS 7 THRU 10	53,214.00	500.00	2,447.00	55,661.00
YEARS 11 THRU 15	53,664.00	950.00	2,467.00	56,131.00
YEAR 16	54,214.00	1,500.00	2,493.00	56,707.00
YEAR 17	54,314.00	1,600.00	2,497.00	56,811.00
YEAR 18	54,414.00	1,700.00	2,502.00	56,916.00
YEAR 19	54,514.00	1,800.00	2,506.00	57,020.00
YEAR 20	54,614.00	1,900.00	2,511.00	57,125.00
YEAR 21	54,714.00	2,000.00	2,516.00	57,230.00
YEAR 22	54,764.00	2,050.00	2,518.00	57,282.00
YEAR 23	54,814.00	2,100.00	2,520.00	57,334.00
YEAR 24	54,864.00	2,150.00	2,522.00	57,386.00
YEAR 25	54,914.00	2,200.00	2,525.00	57,439.00
YEAR 26	54,964.00	2,250.00	2,527.00	57,491.00

(APPOINTED AFTER 2-AUG-89)

YEAR 1	31,964.00		1,470.00	33,434.00
YEAR 2	36,115.00		1,660.00	37,775.00
YEAR 3	40,265.00		1,851.00	42,116.00
YEAR 4	44,415.00		2,042.00	46,457.00
YEARS 5	48,565.00		2,233.00	50,798.00
YEARS 6	52,714.00		2,424.00	55,138.00
YEARS 7 THRU 10	53,214.00	500.00	2,447.00	55,661.00
YEARS 11 THRU 15	N/A		N/A	N/A

SERGEANT:

THROUGH YEAR 6	62,218.00		2,861.00	65,079.00
YEARS 7 THRU 10	62,718.00	500.00	2,884.00	65,602.00
YEARS 11 THRU 15	63,168.00	950.00	2,904.00	66,072.00
YEAR 16	63,718.00	1,500.00	2,930.00	66,648.00
YEAR 17	63,818.00	1,600.00	2,934.00	66,752.00
YEAR 18	63,918.00	1,700.00	2,939.00	66,857.00
YEAR 19	64,018.00	1,800.00	2,943.00	66,961.00
YEAR 20	64,118.00	1,900.00	2,948.00	67,066.00
YEAR 21	64,218.00	2,000.00	2,953.00	67,171.00
YEAR 22	64,268.00	2,050.00	2,955.00	67,223.00
YEAR 23	64,318.00	2,100.00	2,957.00	67,275.00
YEAR 24	64,368.00	2,150.00	2,959.00	67,327.00
YEAR 25	64,418.00	2,200.00	2,962.00	67,380.00
YEAR 26	64,468.00	2,250.00	2,964.00	67,432.00

[B] FOR 01-Jun-93 THROUGH 31-May-94

YEAR(S) OF SERVICE	BASE SALARY	LONGEVITY INCLUDED IN BASE	HOLIDAY PAY	TOTAL SALARY

POLICE OFFICER:				
(APPOINTED PRIOR TO 3-AUG-89)				
YEAR 1	33,322.00		1,532.00	34,854.00
YEAR 2	37,508.00		1,725.00	39,233.00
YEAR 3	45,200.00		2,078.00	47,278.00
YEAR 4	50,243.00		2,310.00	52,553.00
YEARS 5 THRU 6	54,954.00		2,527.00	57,481.00
YEARS 7 THRU 10	55,454.00	500.00	2,550.00	58,004.00
YEARS 11 THRU 15	55,904.00	950.00	2,570.00	58,474.00
YEAR 16	56,454.00	1,500.00	2,596.00	59,050.00
YEAR 17	56,554.00	1,600.00	2,600.00	59,154.00
YEAR 18	56,654.00	1,700.00	2,605.00	59,259.00
YEAR 19	56,754.00	1,800.00	2,609.00	59,363.00
YEAR 20	56,854.00	1,900.00	2,614.00	59,468.00
YEAR 21	56,954.00	2,000.00	2,619.00	59,573.00
YEAR 22	57,004.00	2,050.00	2,621.00	59,625.00
YEAR 23	57,054.00	2,100.00	2,623.00	59,677.00
YEAR 24	57,104.00	2,150.00	2,625.00	59,729.00
YEAR 25	57,154.00	2,200.00	2,628.00	59,782.00
YEAR 26	57,204.00	2,250.00	2,630.00	59,834.00

(APPOINTED AFTER 2-AUG-89)

YEAR 1	33,322.00		1,532.00	34,854.00
YEAR 2	37,650.00		1,731.00	39,381.00
YEAR 3	41,976.00		1,930.00	43,906.00
YEAR 4	46,303.00		2,129.00	48,432.00
YEARS 5	50,629.00		2,328.00	52,957.00
YEARS 6	54,954.00		2,527.00	57,481.00
YEARS 7 THRU 10	55,454.00	500.00	2,550.00	58,004.00
YEARS 11 THRU 15	N/A		N/A	N/A

SERGEANT:

THROUGH YEAR 6	64,862.00		2,982.00	67,844.00
YEARS 7 THRU 10	65,362.00	500.00	3,005.00	68,367.00
YEARS 11 THRU 15	65,812.00	950.00	3,026.00	68,838.00
YEAR 16	66,362.00	1,500.00	3,051.00	69,413.00
YEAR 17	66,462.00	1,600.00	3,056.00	69,518.00
YEAR 18	66,562.00	1,700.00	3,060.00	69,622.00
YEAR 19	66,662.00	1,800.00	3,065.00	69,727.00
YEAR 20	66,762.00	1,900.00	3,070.00	69,832.00
YEAR 21	66,862.00	2,000.00	3,074.00	69,936.00
YEAR 22	66,912.00	2,050.00	3,076.00	69,988.00
YEAR 23	66,962.00	2,100.00	3,079.00	70,041.00
YEAR 24	67,012.00	2,150.00	3,081.00	70,093.00
YEAR 25	67,062.00	2,200.00	3,083.00	70,145.00
YEAR 26	67,112.00	2,250.00	3,086.00	70,198.00

[C] FOR 01-Jun-94 THROUGH 31-May-95

YEAR(S) OF SERVICE	BASE SALARY	LONGEVITY INCLUDED IN BASE	HOLIDAY PAY	TOTAL SALARY

POLICE OFFICER:				
(APPOINTED PRIOR TO 3-AUG-89)				
YEAR 1	34,988.00		1,609.00	36,597.00
YEAR 2	39,383.00		1,811.00	41,194.00
YEAR 3	47,460.00		2,182.00	49,642.00
YEAR 4	52,755.00		2,426.00	55,181.00
YEARS 5 THRU 6	57,702.00		2,653.00	60,355.00
YEARS 7 THRU 10	58,202.00	500.00	2,676.00	60,878.00
YEARS 11 THRU 15	58,652.00	950.00	2,697.00	61,349.00
YEAR 16	59,202.00	1,500.00	2,722.00	61,924.00
YEAR 17	59,302.00	1,600.00	2,727.00	62,029.00
YEAR 18	59,402.00	1,700.00	2,731.00	62,133.00
YEAR 19	59,502.00	1,800.00	2,736.00	62,238.00
YEAR 20	59,602.00	1,900.00	2,740.00	62,342.00
YEAR 21	59,702.00	2,000.00	2,745.00	62,447.00
YEAR 22	59,752.00	2,050.00	2,747.00	62,499.00
YEAR 23	59,802.00	2,100.00	2,750.00	62,552.00
YEAR 24	59,852.00	2,150.00	2,752.00	62,604.00
YEAR 25	59,902.00	2,200.00	2,754.00	62,656.00
YEAR 26	59,952.00	2,250.00	2,756.00	62,708.00

(APPOINTED AFTER 2-AUG-89)

YEAR 1	34,988.00		1,609.00	36,597.00
YEAR 2	39,533.00		1,818.00	41,351.00
YEAR 3	44,075.00		2,026.00	46,101.00
YEAR 4	48,618.00		2,235.00	50,853.00
YEARS 5	53,160.00		2,444.00	55,604.00
YEARS 6	57,702.00		2,653.00	60,355.00
YEARS 7 THRU 10	58,202.00	500.00	2,676.00	60,878.00
YEARS 11 THRU 15	N/A		N/A	N/A

SERGEANT:

THROUGH YEAR 6	68,105.00		3,131.00	71,236.00
YEARS 7 THRU 10	68,605.00	500.00	3,154.00	71,759.00
YEARS 11 THRU 15	69,055.00	950.00	3,175.00	72,230.00
YEAR 16	69,605.00	1,500.00	3,200.00	72,805.00
YEAR 17	69,705.00	1,600.00	3,205.00	72,910.00
YEAR 18	69,805.00	1,700.00	3,209.00	73,014.00
YEAR 19	69,905.00	1,800.00	3,214.00	73,119.00
YEAR 20	70,005.00	1,900.00	3,219.00	73,224.00
YEAR 21	70,105.00	2,000.00	3,223.00	73,328.00
YEAR 22	70,155.00	2,050.00	3,226.00	73,381.00
YEAR 23	70,205.00	2,100.00	3,228.00	73,433.00
YEAR 24	70,255.00	2,150.00	3,230.00	73,485.00
YEAR 25	70,305.00	2,200.00	3,232.00	73,537.00
YEAR 26	70,355.00	2,250.00	3,235.00	73,590.00

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD
RECEIVED

JUL 01 1994

EXECUTIVE DIRECTOR